

CSR Policy

GROWING TOGETHER



1. OUR COMMITMENT: GROWING TOGETHER

At SFA Group, our mission is to design and manufacture inventive solutions that improve everyday life at home and at work. Our products ensure seamless interaction with water-related systems and set new standards in quality and ease of use. This mission, supported by our unwavering commitment to excellence and deep respect for the environment, drives our Corporate Social Responsibility (CSR) strategy. We recognize that to achieve our vision, we must operate sustainably and ethically, contributing positively to society and the environment.

2. OUR GLOBAL OBJECTIVES

Our CSR policy is guided by three overarching global objectives:

1. Environmental Responsibility

We commit to minimizing our environmental impact by adopting sustainable practices in energy use, waste management, carbon emissions, and responsible sourcing.

2. Social Responsibility

We focus on the well-being of our employees, promoting diversity and inclusion, ensuring workplace safety, and supporting the communities where we operate.

3. Impactful Business

We uphold ethical governance, transparency, anti-corruption, and sustainable growth, integrating social, environmental, and economic factors into our business strategy

3. OUR KEY FOCUS AREAS

Environmental Responsibility

- **Energy Efficiency:** We are committed to saving energy and investing in renewable energy sources.
 - *Target:* Reduce energy consumption by 10% by 2027.
- **Waste Management:** We are reducing, reusing, and recycling the waste generated in our operations.
 - *Target:* Reduce waste by 5% by 2027.
- **Sustainable Sourcing:** We ensure that materials are sourced from environmentally responsible suppliers.
 - *Target:* Increase sustainable procurement to 80% by 2024.
- **Carbon Footprint:** We strive to reduce our carbon footprint through green logistics and eco-friendly packaging.
 - *Target:* Reduce carbon emissions by 5% by 2030.
- **Circular Economy:** We apply circular thinking and conduct life cycle assessments (LCAs) to make our products more sustainable.
 - *Target:* Conduct life cycle assessments for 80% of product families by 2027.
- **ISO 14001:** We aim to adopt eco-friendly practices throughout the product life cycle.
 - *Target:* Obtain ISO 14001 certification for 50% of our factories by 2027.



Social Responsibility

- **Employee Well-being and Development:** We ensure fair treatment, promote diversity and inclusion, and provide opportunities for professional development, while maintaining a safe and healthy work environment.
 - *Target:* Train 95% of employees on discrimination, harassment, diversity, and inclusion by 2024.
- **Ethical Labor Practices and Human Rights:** We are committed to ensuring ethical labor practices, protecting human rights, and preventing issues such as child labor and forced labor across all operations.
 - *Target:* Renew internal surveys for all subsidiaries, increase employee satisfaction to 80% and train 100% of employees on child labor and forced labor issues by 2027.
- **Health and Safety:** We are committed to maintaining a safe and healthy workplace and reducing workplace injuries.
 - *Target:* Reduce lost-time injuries by 10% by 2025.
- **Community Engagement:** We support local communities through charitable donations, volunteer programs, and partnerships with local organizations.
 - *Target:* Increase community engagement activities by 20% by 2024.
- **Education and Training:** We promote education and skills development in the communities we serve.
 - *Target:* Launch educational initiatives in three new communities by 2025.

Impactful Business

- **Ethical Standards:** We enforce strict anti-corruption policies and promote fair trade practices across our supply chain.
 - *Target:* Ensure 100% compliance with anti-corruption and fair-trade policies by 2025.
- **Transparency:** We conduct business transparently and regularly report on our CSR progress, including compliance with regulations and voluntary standards.
 - *Target:* Publish annual sustainability reports.
- **Cybersecurity:** We are committed to enhancing our cybersecurity practices to protect against risks and ensure the integrity of our data and operations.
 - *Target:* Achieve ISO 27001 certification by 2025.
- **Compliance:** We strictly adhere to all applicable laws and regulations and ensure that our business operations meet global standards for ethical behavior and corporate responsibility.
 - *Target:* Maintain 100% compliance with all relevant regulations and standards through regular audits and reviews.
- **Fair Trade:** We ensure that our supply chain upholds human rights and labor standards, supporting fair trade practices throughout our operations.
 - *Target:* Achieve 100% supplier compliance with our fair-trade requirements by 2025.



4. STAKEHOLDER ENGAGEMENT

We actively engage with our stakeholders—including customers, employees, suppliers, and local communities—to understand their needs and expectations. We create channels to ensure concerns are addressed promptly and transparently.

5. ALIGNMENT WITH THE SUSTAINABLE DEVELOPMENT GOALS

Our CSR strategy supports the **United Nations Sustainable Development Goals (SDGs)**, contributing to:

- **SDG 5:** Gender equality
- **SDG 6:** Clean water and sanitation
- **SDG 7:** Affordable and clean energy
- **SDG 8:** Decent work and economic growth
- **SDG 12:** Responsible consumption and production
- **SDG 16:** Peace, justice, and strong institutions

6. MEASURING AND REPORTING:

We regularly track and review our progress to ensure we meet our CSR goals. Our annual sustainability reports provide transparent updates on our achievements, challenges, and areas for improvement.

7. GOVERNANCE STRUCTURE

Our CSR governance framework defines roles and responsibilities at all levels of the organization, ensuring that CSR initiatives are implemented effectively. CSR committees oversee the allocation of resources, monitoring, and continuous improvement of our strategy.

8. CONCLUSION

At SFA Group, we believe that corporate responsibility is essential for long-term success. By embedding CSR into our core strategy, we create value for our stakeholders and contribute to a more sustainable and equitable future.

APPROVAL AND REVIEW

This policy is approved by the Board of Directors and will be reviewed every two years to ensure its relevance and effectiveness.

Version	Approbation	Description
V1	20-10-2022	Initial version
V2	10-09-2024	The new version focuses on the goals and targets we have set as part of our CSR strategy.



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